



2022 Gender Pay Gap

2022 Affidea Diagnostics Ireland Gender Pay Gap Report

“Equality of opportunity is a key component of our philosophy in Affidea. I consider myself very fortunate to work every day with some of the best healthcare professionals in Ireland. Many of the leadership positions within Affidea are held by females and our own senior management team is well represented with 65% of the team being female. Transparency is key in every organization, and we are happy to publish our inaugural gender pay gap data. We will continue to develop inclusion policies and supports that enable an inclusive culture and support gender equality

Barry Downes, Country CEO, Affidea Ireland

What is the Gender Pay Gap

The Gender Pay Gap is the difference in the average hourly wage of men and women across the employee population. The information is provided irrespective of their roles in the organisation. Gender pay is different to equal pay which is equal pay for equal work. Employment Equality legislation provides for equal pay for like work.

This report does not examine equal pay. Affidea as an organization are committed to ensuring equal pay for equal work. The Gender Pay Gap is essentially reporting on a gender representation gap. For example: if women hold more of the lower paid jobs in an organisation than men the gender pay gap is normally wider.

Why report on this?

The Gender Pay Gap Information Act 2021 now requires all organisations with greater than 250 employees to report on their hourly gender pay gap across a range of pre-defined metrics as is laid out in the Act.

2022 is the first year that organisations must report on their Gender Pay Gap.

As with many organizations this is the first time, we have reviewed our data, this will serve as our reference point for future years and compare. Organisations differ in gender profile and business sector, and we have seen those sectors such as Healthcare has a higher female workforce.

Organisations are asked to select a ‘snapshot’ date in the month of June. The reporting period is the 12-month period immediately preceding and including the snapshot date, which for our organisation the snapshot date is 30 June 2022 all persons employed on the snapshot date, including employees on leave. The mean and median figures must also be given separately for part-time.

Our Organisation

Our operations in Ireland have grown significantly in a relatively short period of time. Pre 2017, we operated in one area of healthcare which was Diagnostic Imaging. In 2017 we opened our first ExpressCare Minor Injuries clinic which has allowed us to enter the outpatient treatment space. This diversification means we recruited Senior Emergency Medical Doctors led by a Consultant in Emergency Medicine

In 2018 we established a new vision for the company which was to become “one of the leading healthcare providers in Ireland” and that is a vision which we still pursue today.

As the geographic scope of our Diagnostics and ExpressCare clinics has grown so has our headcount.

The gender breakdown in Affidea at the snapshot date of June 30, 2022, was: 77% Female & 23% Male. This is not uncommon in the healthcare sector which is predominately a female centric sector.

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What are we reporting on?

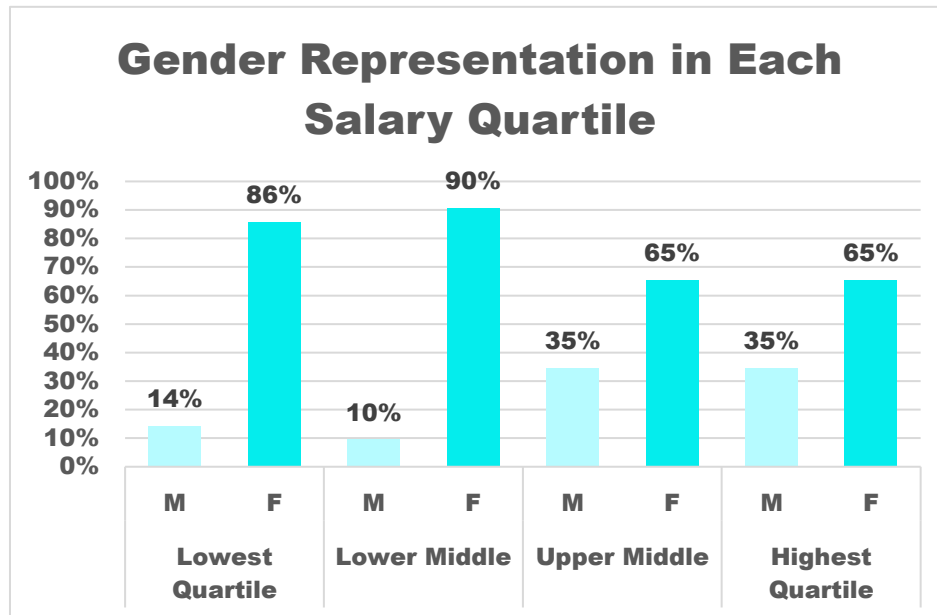
- The percentage of male and female employees in each of four quartile pay bands.
- The percentage of male and female employees who received bonuses and benefits in kind.
- The difference between the mean and median hourly pay of male and female employees expressed as a percentage of the mean hourly remuneration of relevant employees of the male gender.
- The difference between the mean and median bonus pay of male and female employees expressed as a percentage of the mean bonus pay of relevant employees of the male gender
- The difference between the mean and median hourly pay of part-time male and female employees expressed as a percentage of the median hourly remuneration of relevant employees of the male gender on part-time contracts.

The employer must set out in the report its opinion as to the reasons why a GPG exists in the company and the measures (if any) that are being taken or proposed to be taken to eliminate or reduce the GPG.

There are a number of different categories of workers employed with Affidea and these are broken down as follows:

- Full Time
- Part Time
- Locum

The percentage of male and female employees in each of four quartile pay bands



- The Quartile Pay Bands show the distribution of male and female employees by pay band across the organisation. The organisation lists all employees from lowest to highest, based on their average hourly rates, then divides this into four equal pay bands or quartiles - lower, lower middle, upper middle and highest quartile.
- The graph shows the proportion of male and female employees in each quartile.
- What we can see from the gender distribution is that the two lower quartiles have a far lower percentage of male workers. (14% & 10% respectively)
- The percentage of male workers in the highest quartile is more than double that of the male workers in the lowest quartile and three times higher in the lower middle quartile

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The percentage of male and female employees who received bonuses and benefits in kind.

- % of males receiving a bonus: 10.4%
- % of females receiving a bonus: 11.0%
- % of males in receipt of BIK: 10.4%
- % of females in receipt of BIK: 11.0%

During the reference period 35 bonuses were paid out with a split of 20% Male / 80% female.

	Number of Bonuses		Average Bonus		Bonus Gap	
	Male	Female	Male	Female		
Full Time	7	25	€1,764	€1,094	Average Bonus Females	€ 1,066
Part Time	1	2	€10,000	€1,000	Average Bonus Males	€ 2,794
Locum	-	1	-	€500	Pay Gap of Mean Bonus	61.8%
All Employees	<u>7</u>	<u>28</u>	<u>€2,794</u>	<u>€1,066</u>	% Females Receiving Bonus	10.9%
					% Males Receiving Bonus	10.3%

When we exclude the ExpressCare professionals from the data set and examine the Diagnostics Imaging business we see the following:

	Average Bonus	
	Male	Female
Highest Quartile	-	€688
Upper Middle	€2,300*	€1,744
Lower Middle	€500	€850
Lowest Quartile	€350	€681
Total	<u>€1,764</u>	<u>€1,066</u>

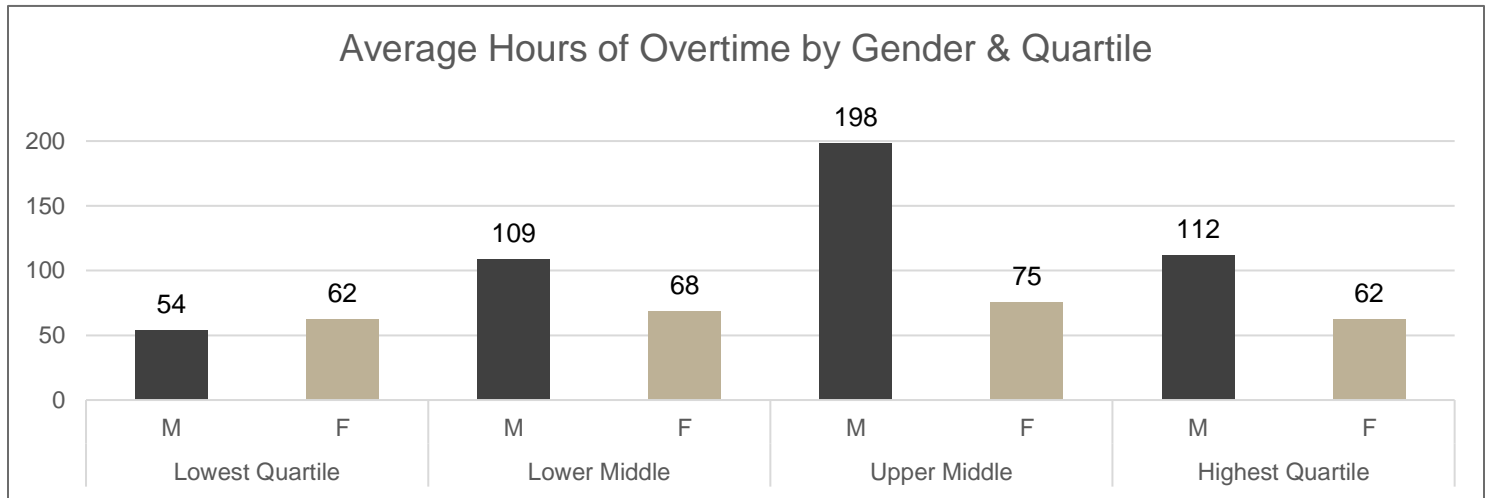
Bonus Gap	
Average Bonus Females	€ 1,066
Average Bonus Males	€ 1,764
Pay Gap of Mean Bonus	39.6%

Affidea run an employee referral program which provides a financial bonus to employees who successfully refer a friend or contact. In the relevant period for this report there were more referral bonus payments made to males than females. These referrals came from employees in the Upper Middle Quartile. This is what is creating the mean bonus gap during the reference period.

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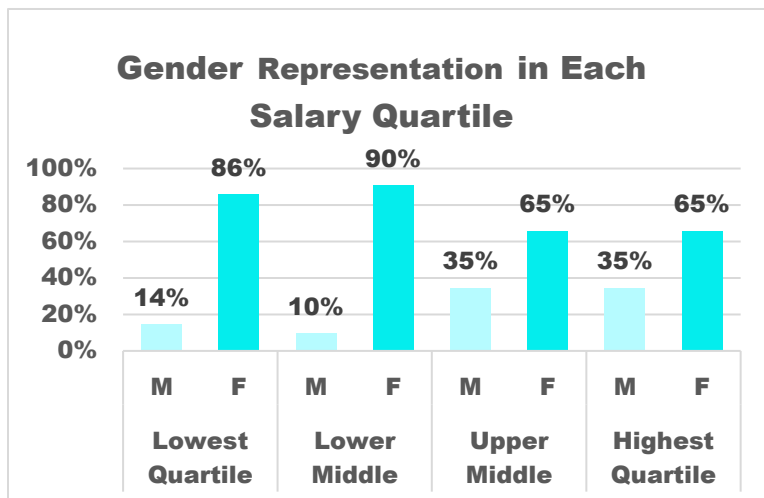
The difference between the mean and median hourly pay of male and female employees expressed as a percentage of the mean hourly remuneration of relevant employees of the male gender

For this report, we will provide additional detail on the data and outline how this is impacting the outcome. When calculating the average hourly pay, we have to include all forms of payment and in particular overtime payments. When we examined the data for the relevant period, we have found that overtime is adversely skewing the gender pay gap.



At Affidea overtime is on a voluntary basis. The vast majority of overtime is being carried out by males. We can see from the data that males in the Upper Middle Quartile are doing twice the overtime of their female peers and males in the Highest Quartile doing almost 60% more overtime than their female co-workers.

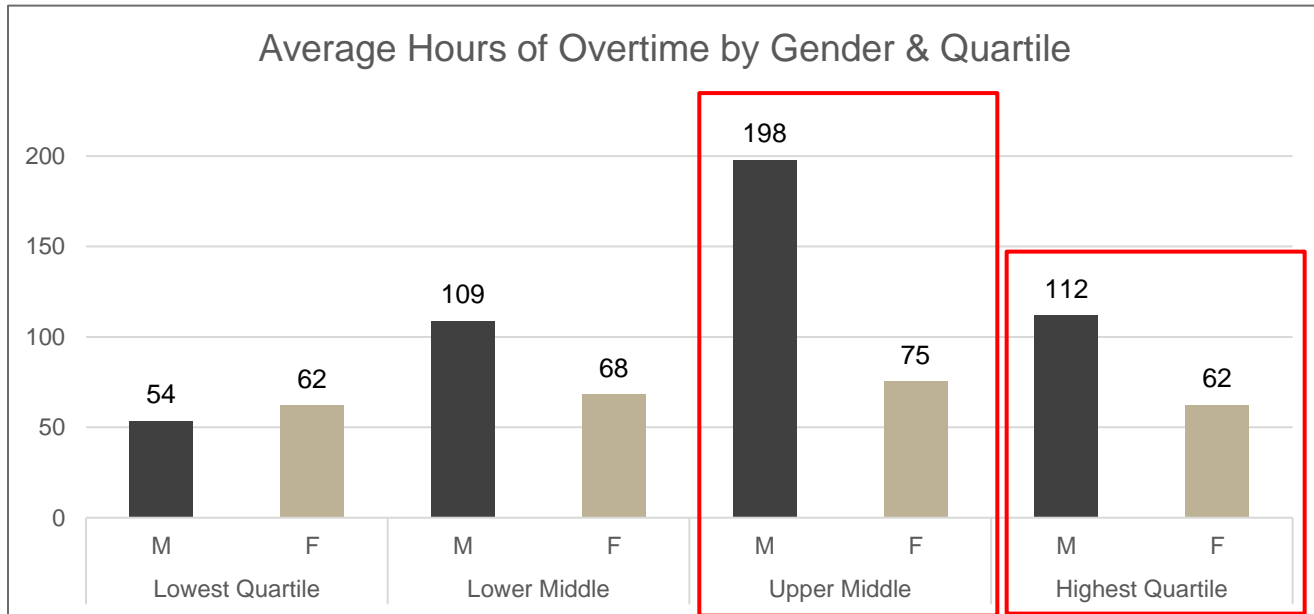
Our mean pay gap stands at 31% and our median pay gap is 41.6% expressed as a percentage of the average hourly male earnings. This is largely due to the strong representation of women across the lower quartiles and large differential in overtime being conducted by each gender.



All Employees	Statistic	Value
Highest Quartile	Mean Pay Gap	12.5%
	Median Pay Gap	5.4%
Upper Middle	Mean Pay Gap	3.9%
	Median Pay Gap	6.9%
Lower Middle	Mean Pay Gap	1.1%
	Median Pay Gap	0.2%
Lowest Quartile	Mean Pay Gap	-1.3%
	Median Pay Gap	0.0%

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What we can see from this is that in the highest quartile that there is a mean GPG of 12.5% in favor of men and a median pay gap of 5.4% in favor of men. This is not surprising nor unexpected when we can see that male colleagues are performing **almost twice as much overtime as their female colleagues.**



- The Upper Middle mean GPG is 3.9% positive to males and with a median pay gap of 6.9%. When we consider that males in this quartile have **conducted almost 3 times as much overtime as their female peers** it would indicate that were we to exclude overtime payments from the GPG calculation it would result in a favorable GPG for females.
- In the Lower Middle Quartile we see a mean GP of 1.1% and a median pay gap of 0.2% in favor of males but this outcome is being adversely skewed due to the males **doing on average almost twice the overtime of their female peers.**
- In the lowest quartile, we find the level of overtime between male and female workers is almost level with females working more overtime and this is resulting in a mean GPG of -1.3% and a median GPG of 0%.

Our takeaway from this data indicates that the level of overtime being conducted by males is adversely distorting the data. The level of overtime being conducted in the two highest quartiles further distorts this.

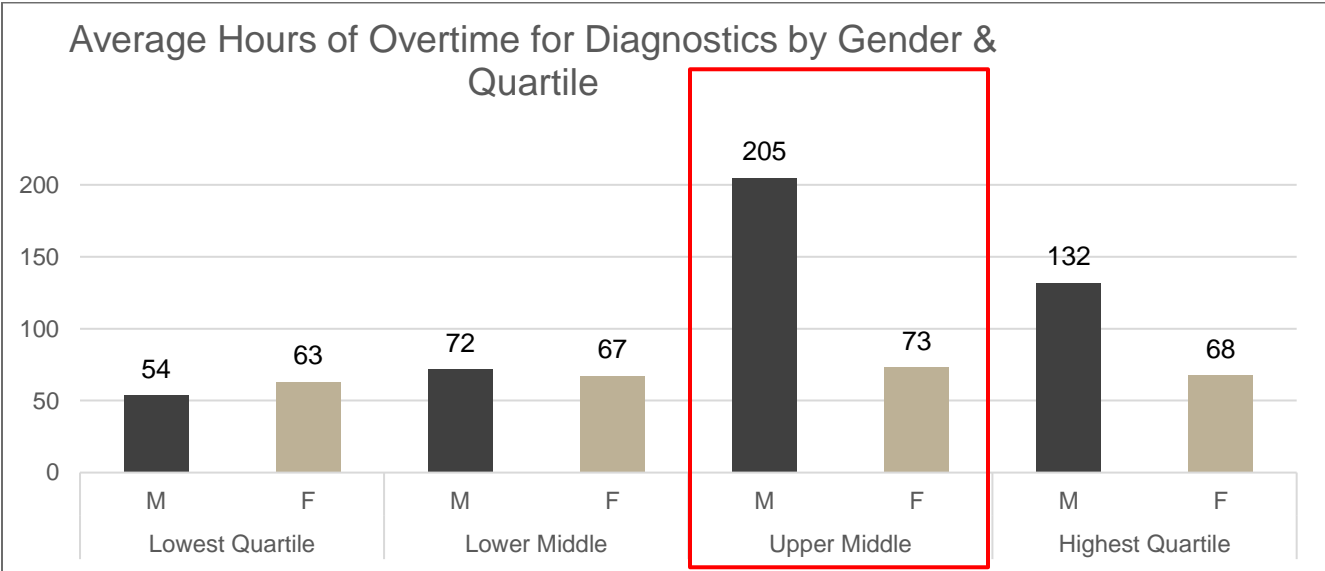
As highlighted earlier in the report, in 2017 Affidea embarked on a diversification strategy to build on its core expertise of excellence in Diagnostic Imaging and opening several minor injury clinics. The staffing profile of these clinics is significantly different to our core Diagnostics business which has resulted in the recruitment and hiring of several experienced Emergency Medicine Doctors and a Consultant in Emergency Medicine.

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When we remove the ExpressCare staffing from the GPG calculations we see a far more favorable GPG

<i>Pay Gap by Quartile</i>		
All Employees	Statistic	Value
Highest Quartile	Mean Pay Gap	-7.0%
	Median Pay Gap	-32.6%
Upper Middle	Mean Pay Gap	6.4%
	Median Pay Gap	7.7%
Lower Middle	Mean Pay Gap	1.2%
	Median Pay Gap	0.7%
Lowest Quartile	Mean Pay Gap	-1.0%
	Median Pay Gap	0.0%

This demonstrates that across our core imaging business we are seeing a mean GPG of -7% in the Highest Quartile, a mean GPG of 6.4% in the Upper Middle Quartile and a negligible GPG in the two lower quartiles. Overtime conducted by males in the Upper Middle is the primary driver for the mean and median GPG.

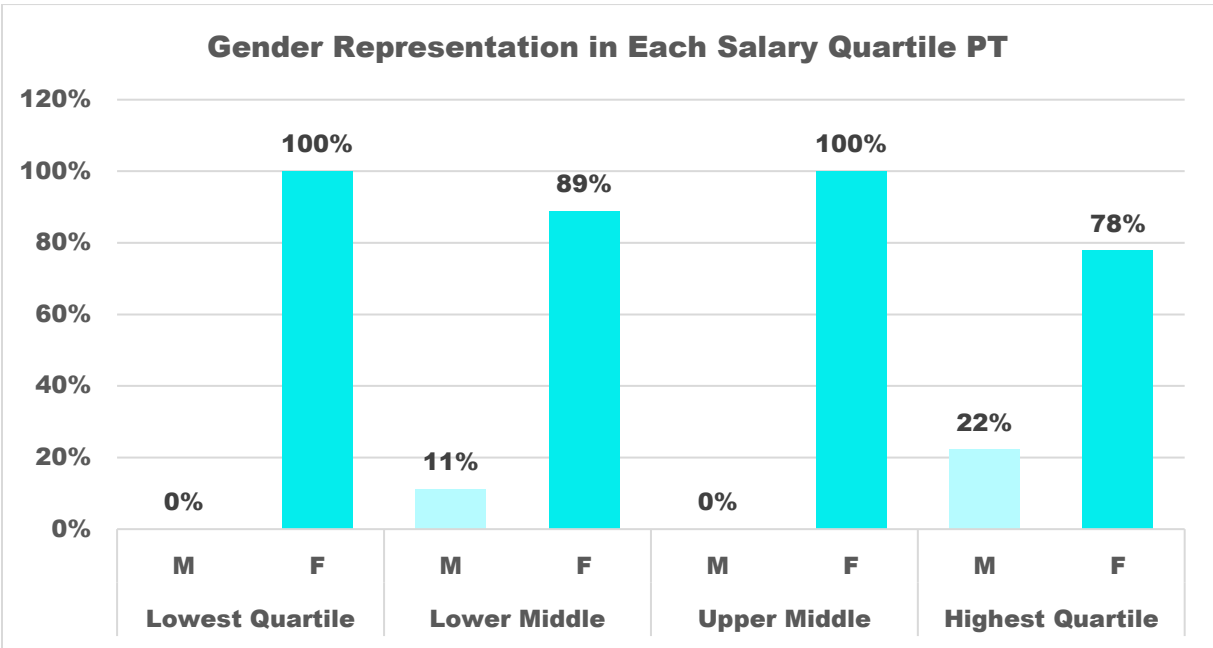


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The difference between the mean and median hourly pay of part-time male and female employees expressed as a percentage of the median hourly remuneration of relevant employees of the male gender on part-time contracts

Specifically looking at PT employees we can see that the overwhelming majority are female representing 91% of all PT employees.

The PT employees in the Highest Quartile contain our ExpressCare Doctors and our Medical Director (Consultant in Emergency Medicine)



We have no male representation in the lowest quartile or the upper middle quartile.

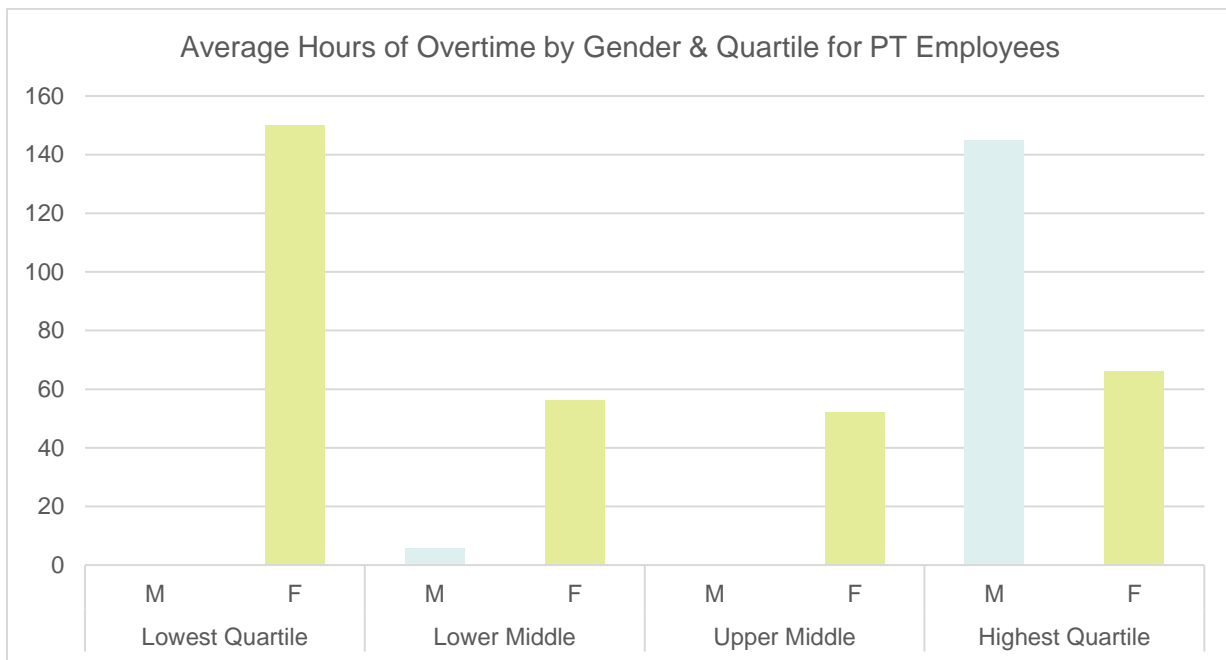
Employee Group	Statistic	Value
Part Time Employees	Mean Pay Gap	69.4%
	Median Pay Gap	69.1%

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Pay Gap by Quartile		
All Employees	Statistic	Value
Highest Quartile	Mean Pay Gap	61.7%
	Median Pay Gap	65.2%
Upper Middle	Mean Pay Gap	-
	Median Pay Gap	-
Lower Middle	Mean Pay Gap	-5.1%
	Median Pay Gap	-3.5%
Lowest Quartile	Mean Pay Gap	-
	Median Pay Gap	-

The PT employees in the Highest Quartile contain our ExpressCare Doctors and our Medical Director (Consultant in Emergency Medicine)

We also observe from the data that the PT males in the Highest Quartile are performing significantly more overtime than their female counterparts.



To benchmark our GPG for the Diagnostic Imaging component of our business we remove PT Doctors and Consultants. This significantly alters the GPG for PT employees.

Employee Group	Statistic	Value
Part Time Employees	Mean Pay Gap	-44.2%
	Median Pay Gap	-10.1%

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Our Commitment

At Affidea, our commitment to inclusion and gender balance is multi-faceted including, providing equal opportunities; talent acquisition, learning and development, focus on performance appraisal and reward and inclusion policies.

- We continually review our recruitment processes and language for universal design, ensuring we are open and attractive to all.
- We will continue to develop our people and ensure we have a gender balanced and inclusive mix of talent attending development programs.
- We will continue to apply a diversity lens to our appraisal and reward process, using data to provide insight and support decision making.
- We will continue to take a data driven approach to building an inclusive culture, ensuring we have the appropriate internal targets where needed to drive change.
- We will continue to develop inclusion policies and supports that enable an inclusive culture and support gender equality.